

Sanitized Copy Approved for Release 2010/09/08 : CIA-RDP85M00158R001000060013-3

TRANSMITTAL SLIP		DATE 30 June 1983
TO: ICS Registry		STAT
ROOM NO. BW09	BUILDING	
REMARKS:		
<p style="text-align: right;">STAT</p>		
FROM: PPS		
ROOM NO.	BUILDING	EXTENSION
FORM NO. 241 1 FEB 55		REPLACES FORM 36-8 WHICH MAY BE USED (47)

Sanitized Copy Approved for Release 2010/09/08 : CIA-RDP85M00158R001000060013-3

DCI/ICS 83-4397
29 June 1983

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Eloise R. Page
Deputy Director, Intelligence Community Staff

SUBJECT: Management Oversight of the DCI's Exceptional Intelligence Analyst Program

1. The attached package for the DCI's signature has been carefully and exhaustively reviewed and revised, as you can see. We feel that the program guidance contained in the package addresses the concerns of all with whom we worked.

2. Four years ago, the DCI Exceptional Intelligence Analyst Program was established as a long-term program to improve the quality of intelligence analysis by providing mid-career professionals (GS-11/15, 0-3/5) the opportunity to tailor a training project to their own particular needs. Candidate projects include sabbaticals at home or abroad, university study, independent research, or temporary assignments to other government agencies. Projects are undertaken for a period of up to two years with all training expenses underwritten by the Intelligence Community Staff and salaries continued by the analysts' parent organizations.

3. The guidance contained in the attached package represents the first time since the program began that the analysts on the program would be required to report to the DCI. Thus far, we have received virtually no reports or final products, incomplete financial data, and no follow-up on the candidates upon their return to normal duties. While quarterly reporting may seem a bit like "overkill," we believe that it is an acceptable first effort.

4. On 13 April 1983, the Program Manager chaired a meeting of all of the agency points of contact for the DCI's Exceptional Intelligence Analyst Program. The purpose of the meeting was to discuss the proposed new measures and to come to an agreement on their reasonableness. The quarterly reporting aspect was discussed at this meeting, and all of the participants agreed that it would be worth trying; if it turned out to be too cumbersome, it could be altered later. Everyone agreed, however, that some kind of accountability and reporting requirements were long overdue.

5. The ICS Budget and Fiscal Officer has said that several inquiries were received by the staff during the Fiscal Year 1984 Congressional Review about the program from both the HPSCI and the SSCI. In response, copies of the attached brochure and cost data for the past three years were forwarded, but it appears that these cursory inquiries might be just the beginning of a series of questions. If we were to be called up now to testify on the program, we would have virtually nothing of substance to show them.

UNCLASSIFIED

6. To give you a rough idea of just how vulnerable we would be if we were called on to defend the DCI's Exceptional Intelligence Analyst Program, the Community is spending approximately [redacted] on this program, including the analysts' salaries paid for by their parent Community agencies and the IC Staff's contributions in travel, tuition, books, etc., and we have received virtually no feedback. This rough figure was calculated as follows:

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GS 13/1 (Program is for GS-11 - GS-15)
10% for benefits

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Average number of analysts actively participating on program in a given Fiscal Year.

IC Staff Contribution, using FY 1983 for this example.

Paid by the Intelligence Community for this program in a hypothetical Fiscal Year.

Moreover, the figures above do not reflect other administrative costs, such as those involving the IC Staff members, the parent agency points of contact, and the project monitors in this program. According to the ICS Budget and Fiscal Officer, financial data for the DCI's Exceptional Intelligence Analyst Program are:

FY 1980	[redacted]	(actual)
FY 1981	[redacted]	(actual)
FY 1982	[redacted]	(actual)
FY 1983	[redacted]	(appropriated and obligated)
FY 1984	[redacted]	(budgeted)

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7. Based on the above, then, it seems prudent to place some management oversight on the program, starting with some progress reports and the requirement that the analysts produce some kind of final report and, if applicable, a final product. If these reporting provisions prove to be too burdensome or impractical, they can be modified at a later time.

8. We recommend that you reconsider approving the attached package.

STAT

Eloise R. Page

Attachments:
As Stated

UNCLASSIFIED

SUBJECT: Management Oversight of the DCI's Exceptional Intelligence Analyst
Program

Distribution: DCI/ICS 83-4397

Orig-DDCI

1-Executive Registry

1-D/ICS

1-DD/ICS

1-D/PPS

1-PPS Subject

1-PPS Chrono

1-ICS Registry

DCI/ICS/PPS: --05/27/83) (Disk #3--oversight)

STAT

UNCLASSIFIED

The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Mr. Earl L. Rothermel
Chief, Federal Research Division
Library of Congress
Washington, D.C. 20540

Dear Earl:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

First, I would like you to ensure that, for all programs in progress (Classes of 1981-1983), the designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of the program. These reports should be prepared every three months, starting with a report on 30 September 1983, and should include:

- o Progress the analyst has made in accordance with his proposed program;
- o Significant changes, if any, that the analyst has made in his program;
- o Problems that the analyst has encountered;
- o New requirements that have arisen;
- o Foreign and domestic travel taken;
- o Money spent and amount of current fiscal year funds left; and
- o Plans for the next three months.

These quarterly reports need not be lengthy, but they are essential. A one- or two-page report is sufficient. The ICS/Planning and Policy Staff will review the reports and prepare summaries of work in progress for the entire program for my personal review.

Second, I am also directing that each Exceptional Intelligence Analyst prepare a final report and, if applicable, produce associated products such as a data base or reference files, at the completion of his program. These final reports and products will be reviewed by members of the Selection Committee, and the best one or two will be presented by the author to the National Foreign Intelligence Board. In addition, these reports will be circulated throughout the Community.

DCI
EXEC
REG

Third, I have directed that each candidate's subsequent assignments and performance be monitored on my behalf and highlighted to me annually by the parent agency through the agency point of contact for the first five years after his return to normal duties. I am hopeful that this program will provide tangible returns to the analyst in the form of recognition and career opportunities and in this manner encourage many of the best ones to participate. These annual reports, as well as the quarterly reports, should be forwarded to [redacted] Planning and Policy Staff, Intelligence Community Staff.

STAT

For your information, I have enclosed a list of all ongoing and completed Exceptional Intelligence Analyst projects in your agency, the responsible project monitors, and the funds allotted to the various programs (Tab A). As you can see, the members of the Class of 1980, the first class of this program, have all completed their projects, and although it was not a requirement at the time, I would appreciate it if they would also provide a final report and product as applicable to me at the earliest convenient time. Please inform your designated agency point of contact (Tab B) of these new reporting requirements.

In order to keep a balanced perspective on the program, it is well to remember that the analysts' programs have all been thoroughly reviewed and approved by a Community-wide Selection Committee. Minor constructive changes to the programs are to be expected as the analysts get further into their respective endeavours. Such changes are within the intended scope of the DCI Exceptional Intelligence Analyst Program, and with the approval of their project monitors, these changes are perfectly acceptable and should not require further approval by the parent agency. In general, the parent agency need not spend a great deal of administrative and managerial effort on these relatively autonomous programs.

Since the goal of this program is to enhance the overall quality of intelligence analysis throughout the Community, I urge you to speak to these analysts upon their return to normal duties to determine where their newly-acquired knowledge and experience might best be put to use.

Thank you for your continued support of this important program.

/S/ John N. McMahon
for

William J. Casey

Enclosures

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

Distribution (DCI/ICS 83-4354/1)

Original - Addressee

- 1 - DCI
- 1 - DDCI
- 1 - ER
- 1 - D/ICS
- 1 - ICS/PPS Chrono
- 1 - ICS/PPS Subject
- 1 - ICS Registry

DCI/ICS/PPS/ (2 May 1983)

STAT

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

LIBRARY OF CONGRESS/FRD

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	None				
1981	Osgood, Eugenia, Dr.	Raymond Zickel Head, Soviet/Warsaw Pact Section Federal Research Division Library of Congress, 287-6189	Ø	Program Completed	
1982	Knight, Amy, Dr.	Raymond Zickel	\$2,050	Ø	Program Completed
1983	Larson, Susan	Raymond Zickel	\$500	\$4,000	\$500

TAB B

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

AGENCY POINTS OF CONTACT

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Army	John McGlone	695-3369	
CIA			STAT
Commerce	Keith Fennell	377-2263	
DIA		695-1600	STAT
Unified Commands, Library of Congress/ Federal Research Div.	Barry Wickersham	695-0034	
Energy	Jim Rawers	252-2102	
FBI	Roger Clancey	324-4646	
Marine Corps	LtCol Donald James MGYSGT Johnny Asberry	694-3591	
Navy	George Kuruzovich	763-3544	
NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	
			STAT

11 JUL 1983

MEMORANDUM FOR: Executive Director, Central Intelligence Agency

FROM: Director of Central Intelligence

SUBJECT: DCI Exceptional Intelligence Analyst Program

1. I am pleased once again to extend my congratulations to the talented intelligence analysts in the Central Intelligence Agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in the Agency.

2. First, I would like you to ensure that, for all programs in progress (Classes of 1981-1983), the designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of the program. These reports should be prepared every three months, starting with a report on 30 September 1983, and should include:

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- o Money spent and amount of current fiscal year funds left; and
- o Plans for the next three months.

These quarterly reports need not be lengthy, but they are essential. A one- or two-page report is sufficient. The ICS/Planning and Policy Staff will review the reports and prepare summaries of work in progress for the entire program for my personal review.

3. Second, I am also directing that each Exceptional Intelligence Analyst prepare a final report and, if applicable, produce associated products such as a data base or reference files, at the completion of his program. These final reports and products will be reviewed by members of the Selection Committee, and the best one or two will be presented by the author to the National Foreign Intelligence Board. In addition, these reports will be circulated throughout the Community.



4. Third, I have directed that each candidate's subsequent assignments and performance be monitored on my behalf and highlighted to me annually by the parent agency through the agency point of contact for the first five years after his return to normal duties. I am hopeful that this program will provide tangible returns to the analyst in the form of recognition and career opportunities and in this manner encourage many of the best ones to participate. These annual reports, as well as the quarterly reports, should be forwarded to [redacted] Planning and Policy Staff, Intelligence Community Staff.

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5. For your information, I have enclosed a list of all ongoing and completed Exceptional Intelligence Analyst projects in the Agency, the responsible project monitors, and the funds allotted to the various programs (Tab A). As you can see, the members of the Class of 1980, the first class of this program, have all completed their projects, and although it was not a requirement at the time, I would appreciate it if they would also provide a final report and product as applicable to me at the earliest convenient time. Please inform your designated agency point of contact (Tab B) of these new reporting requirements.

6. In order to keep a balanced perspective on the program, it is well to remember that the analysts' programs have all been thoroughly reviewed and approved by a Community-wide Selection Committee. Minor constructive changes to the programs are to be expected as the analysts get further into their respective endeavours. Such changes are within the intended scope of the DCI Exceptional Intelligence Analyst Program, and with the approval of their project monitors, these changes are perfectly acceptable and should not require further approval by the parent agency. In general, the parent agency need not spend a great deal of administrative and managerial effort on these relatively autonomous programs.

7. Since the goal of this program is to enhance the overall quality of intelligence analysis throughout the Community, I urge you to speak to these analysts upon their return to normal duties to determine where their newly-acquired knowledge and experience might best be put to use.

8. Thank you for your continued support of this important program.

/S/ John N. McMahon
for
William J. Casey

Attachments:
a/s

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

Distribution (DCI/ICS 83-4354/2)

Original - Addressee

- 1 - DCI
- 1 - DDCI
- 1 - ER
- 1 - D/ICS
- 1 - ICS/PPS Chrono
- 1 - ICS/PPS Subject
- 1 - ICS Registry

DCI/ICS/PPS/



(2 May 1983)

STAT

Page Denied

TAB B

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NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	
			STAT

The Director of Central Intelligence

Washington, D.C. 20505

11 JUL 1983

Major General John B. Marks, US Air Force
Assistant Chief of Staff for Intelligence
Department of the Air Force
Room 4A932, Pentagon
Washington, D.C. 20330

Dear John:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

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DCI
EXEC
REG

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Thank you for your continued support of this important program.

/S/ John N. McMahon
for
William J. Casey

Enclosures

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

Distribution (DCI/ICS 83-4354/3)

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- 1 - DCI
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- 1 - ICS/PPS Subject
- 1 - ICS Registry

DCI/ICS/PPS/



(2 May 1983)

STAT

TAB A

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

AIR FORCE

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	Smith, Larry D.	Not required in 1980	Program Completed.		
1981	Bell, Lawrence L., LTC	Lt Col Colestock 694-5261	\$ 4,650	Program Completed	
	Davis, Donald	Dr. A. Cacioppo FTD Chief Scientist HQ FTD/CCN 257-3906 (AV 787-3906) Wright-Patterson AFB, OH 45433	\$ 4,500	Program Completed	
1982	Gault, Richard Capt	Lt Col Felix Fabian, Jr., USAF AF/INES Building 250 767-4403	\$ 7,985	\$ 3,790	Program Completed
	White, Howard M.	Dr. Anthony J. Cacioppo	\$ 5,500	Ø	Program Completed
1983	Barger, Phillip Capt	Lt Col Felix Fabian, Jr., USAF	\$ 8,610	\$16,997	Ø
	McLeod, Scott R., Dr.	Lt Col John B. Gross AF/INET (202) 695-7193	\$ 5,017	\$ 4,067	Ø
	Parchomenko, Walter	Lt Col Felix Fabian, Jr., USAF	\$ 3,395	\$14,377	\$1,600
	Samuels, Richard	Ronald W. Ewing FTD/SD (513) 257-2651	\$10,350	\$ 8,480	\$1,870

TAB B

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

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Navy	George Kuruzovich	763-3544	
NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	

STAT

ICS-83-4537/4

The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Lieutenant General Lincoln D. Faurer, U.S. Air Force
Director, National Security Agency
Room 9A197
Fort George G. Meade, MD 02755

Dear Linc:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

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These quarterly reports need not be lengthy, but they are essential. A one- or two-page report is sufficient. The ICS/Planning and Policy Staff will review the reports and prepare summaries of work in progress for the entire program for my personal review.

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Third, I have directed that each candidate's subsequent assignments and performance be monitored on my behalf and highlighted to me annually by the parent agency through the agency point of contact for the first five years after his return to normal duties. I am hopeful that this program will provide tangible returns to the analyst in the form of recognition and career opportunities and in this manner encourage many of the best ones to participate. These annual reports, as well as the quarterly reports, should be forwarded to [redacted] Planning and Policy Staff, Intelligence Community Staff.

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For your information, I have enclosed a list of all ongoing and completed Exceptional Intelligence Analyst projects in your agency, the responsible project monitors, and the funds allotted to the various programs (Tab A). As you can see, the members of the Class of 1980, the first class of this program, have all completed their projects, and although it was not a requirement at the time, I would appreciate it if they would also provide a final report and product as applicable to me at the earliest convenient time. Please inform your designated agency point of contact (Tab B) of these new reporting requirements.

In order to keep a balanced perspective on the program, it is well to remember that the analysts' programs have all been thoroughly reviewed and approved by a Community-wide Selection Committee. Minor constructive changes to the programs are to be expected as the analysts get further into their respective endeavours. Such changes are within the intended scope of the DCI Exceptional Intelligence Analyst Program, and with the approval of their project monitors, these changes are perfectly acceptable and should not require further approval by the parent agency. In general, the parent agency need not spend a great deal of administrative and managerial effort on these relatively autonomous programs.

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Thank you for your continued support of this important program.

/S/ John N. McMahon
for William J. Casey

Enclosures

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Distribution (DCI/ICS 83-4354/4):

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DCI/ICS/PPS/



(2 May 1983)

STAT

Page Denied

TAB B

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The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Lieutenant General James A. Williams, U.S. Army
Director, Defense Intelligence Agency
Room 3E258, Pentagon
Washington, D.C.

Dear Jim:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

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/S/ John N. McMahon
for

William J. Casey

Enclosures

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

Distribution (DCI/ICS 83-4354/5):

Original - Addressee

1 - DCI

1 - DDCI

1 - ER

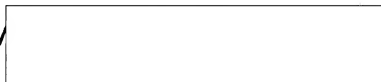
1 - D/ICS

1 - ICS/PPS Chrono

1 - ICS/PPS Subject

1 - ICS Registry

DCI/ICS/PPS/



(2 May 1983)

STAT

Sanitized Copy Approved for Release 2010/09/08 : CIA-RDP85M00158R001000060013-3

Page Denied

TAB B

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

AGENCY POINTS OF CONTACT

<u>Agency</u>	<u>Point of Contact</u>	<u>Phone Number</u>	
Air Force	Major Jo Greenmeyer	697-4748	
Army	John McGlone	695-3369	
CIA			STAT
Commerce	Keith Fennell	377-2263	
DIA		695-1600	STAT
Unified Commands, Library of Congress/ Federal Research Div.	Barry Wickersham	695-0034	
Energy	Jim Rawers	252-2102	
FBI	Roger Clancey	324-4646	
Marine Corps	LtCol Donald James MGYSGT Johnny Asberry	694-3591	
Navy	George Kuruzovich	763-3544	
NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	

STAT

10-03-4337/1

The Director of Central Intelligence

Washington, D. C. 20505

21 JUL 1983

Major General William E. Odom, U.S. Army
Assistant Chief of Staff for Intelligence
Department of the Army
Room 2E464, Pentagon
Washington, D.C.

Dear Bill:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on your agency.

First, I would like you to ensure that, for all programs in progress (Classes of 1981-1983), the designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of the program. These reports should be prepared every three months, starting with a report on 30 September 1983, and should include:

- o Progress the analyst has made in accordance with his proposed program;
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- o Problems that the analyst has encountered;
- o New requirements that have arisen;
- o Foreign and domestic travel taken;
- o Money spent and amount of current fiscal year funds left; and
- o Plans for the next three months.

These quarterly reports need not be lengthy, but they are essential. A one- or two-page report is sufficient. The ICS/Planning and Policy Staff will review the reports and prepare summaries of work in progress for the entire program for my personal review.

Second, I am also directing that each Exceptional Intelligence Analyst prepare a final report and, if applicable, produce associated products such as a data base or reference files, at the completion of his program. These final reports and products will be reviewed by members of the Selection Committee, and the best one or two will be presented by the author to the National Foreign Intelligence Board. In addition, these reports will be circulated throughout the Community.



Third, I have directed that each candidate's subsequent assignments and performance be monitored on my behalf and highlighted to me annually by the parent agency through the agency point of contact for the first five years after his return to normal duties. I am hopeful that this program will provide tangible returns to the analyst in the form of recognition and career opportunities and in this manner encourage many of the best ones to participate. These annual reports, as well as the quarterly reports, should be forwarded to [redacted] Planning and Policy Staff, Intelligence Community Staff.

STAT

For your information, I have enclosed a list of all ongoing and completed Exceptional Intelligence Analyst projects in your agency, the responsible project monitors, and the funds allotted to the various programs (Tab A). As you can see, the members of the Class of 1980, the first class of this program, have all completed their projects, and although it was not a requirement at the time, I would appreciate it if they would also provide a final report and product as applicable to me at the earliest convenient time. Please inform your designated agency point of contact (Tab B) of these new reporting requirements.

In order to keep a balanced perspective on the program, it is well to remember that the analysts' programs have all been thoroughly reviewed and approved by a Community-wide Selection Committee. Minor constructive changes to the programs are to be expected as the analysts get further into their respective endeavours. Such changes are within the intended scope of the DCI Exceptional Intelligence Analyst Program, and with the approval of their project monitors, these changes are perfectly acceptable and should not require further approval by the parent agency. In general, the parent agency need not spend a great deal of administrative and managerial effort on these relatively autonomous programs.

Since the goal of this program is to enhance the overall quality of intelligence analysis throughout the Community, I urge you to speak to these analysts upon their return to normal duties to determine where their newly-acquired knowledge and experience might best be put to use.

Thank you for your continued support of this important program.

/s/ John N. McMahon
for

William J. Casey

Enclosures

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

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1 - ICS Registry

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(2 May 1983)

STAT

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

ARMY

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	None				
1981	Davis, Gregory MP, Major	Eleas Cozanitis HQDA (DAMI-IS) Washington, DC 20310 695-6295	\$13,440	Program completed	
	Gee, Gary	Jerry Miller Missile Intelligence Agency Redstone Arsenal Huntsville, AL 35898 (205) 876-5614	\$11,291	Program completed	
	Pullen, Peter	Adam F. Henritzy US Army Intelligence & Security Command ATTN: ADCSOPS-H-FAD Fort Meade, MD 20755 (301) 677-5460	Ø	Program completed	
1982	Brown, Francis W. LTC	Col. D.G. Stephens DAMI-FII, 695-7533	\$15,600	\$11,900	Program Completed
	Schlusssel, Kent	Donald B. Dinger Deputy Director, FSTC 484-1860	\$8,781	Ø	Program Completed
	Spencer, Gordon L.	Donald B. Dinger	\$5,787	Ø	Program Completed
1983	Farmer, Ben A.	Dr. Lawrence A. Mounter US Army Foreign Science and Technology Center 220 Seventh Street, N.E. Charlottesville, VA 22901 484-1860, Ext. 676	\$12,600	\$18,400	\$12,000

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
Marzen, Claus D.	Major John R. Williamson US Army Foreign Science and Technology Center 220 Seventh Street, NE Charlottesville, VA 22901 484-1860, Ext. 441	\$5,000	\$12,000	\$12,000	
Miller, Lewis (Dudley)	Dr. Lawrence A. Mounter	\$5,000	\$22,000	\$11,000	
Miller, Ronald I.	Dr. William Lummus Missile Intelligence Agency Redstone Arsenal Huntsville, AL 35898 (205) 876-1464	\$9,450	\$18,900	\$5,300	
Nasbe, Roderick	Herbert E. Meyer Vice Chairman, National Intelligence Council	\$1,100	\$12,500	\$11,400	

TAB B

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

AGENCY POINTS OF CONTACT

<u>Agency</u>	<u>Point of Contact</u>	<u>Phone Number</u>	
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Army	John McGlone	695-3369	
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Commerce	Keith Fennell	377-2263	
DIA		695-1600	STAT
Unified Commands, Library of Congress/ Federal Research Div.	Barry Wickersham	695-0034	
Energy	Jim Rawers	252-2102	
FBI	Roger Clancey	324-4646	
Marine Corps	LtCol Donald James MGYSGT Johnny Asberry	694-3591	
Navy	George Kuruzovich	763-3544	
NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	

STAT

100-03-7337/6

The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Mr. Hugh Montgomery
Director, Bureau of Intelligence and Research
Room 6531, Department of State
Washington, D.C.

Dear Hugh:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

First, I would like you to ensure that, for all programs in progress (Classes of 1981-1983), the designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of the program. These reports should be prepared every three months, starting with a report on 30 September 1983, and should include:

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These quarterly reports need not be lengthy, but they are essential. A one- or two-page report is sufficient. The ICS/Planning and Policy Staff will review the reports and prepare summaries of work in progress for the entire program for my personal review.

Second, I am also directing that each Exceptional Intelligence Analyst prepare a final report and, if applicable, produce associated products such as a data base or reference files, at the completion of his program. These final reports and products will be reviewed by members of the Selection Committee, and the best one or two will be presented by the author to the National Foreign Intelligence Board. In addition, these reports will be circulated throughout the Community.



Third, I have directed that each candidate's subsequent assignments and performance be monitored on my behalf and highlighted to me annually by the parent agency through the agency point of contact for the first five years after his return to normal duties. I am hopeful that this program will provide tangible returns to the analyst in the form of recognition and career opportunities and in this manner encourage many of the best ones to participate. These annual reports, as well as the quarterly reports, should be forwarded to [redacted] Planning and Policy Staff, Intelligence Community Staff

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For your information, I have enclosed a list of all ongoing and completed Exceptional Intelligence Analyst projects in your agency, the responsible project monitors, and the funds allotted to the various programs (Tab A). As you can see, the members of the Class of 1980, the first class of this program, have all completed their projects, and although it was not a requirement at the time, I would appreciate it if they would also provide a final report and product as applicable to me at the earliest convenient time. Please inform your designated agency point of contact (Tab B) of these new reporting requirements.

In order to keep a balanced perspective on the program, it is well to remember that the analysts' programs have all been thoroughly reviewed and approved by a Community-wide Selection Committee. Minor constructive changes to the programs are to be expected as the analysts get further into their respective endeavours. Such changes are within the intended scope of the DCI Exceptional Intelligence Analyst Program, and with the approval of their project monitors, these changes are perfectly acceptable and should not require further approval by the parent agency. In general, the parent agency need not spend a great deal of administrative and managerial effort on these relatively autonomous programs.

Since the goal of this program is to enhance the overall quality of intelligence analysis throughout the Community, I urge you to speak to these analysts upon their return to normal duties to determine where their newly-acquired knowledge and experience might best be put to use.

Thank you for your continued support of this important program.

/S/ John N. McMahon
for William J. Casey

Enclosures

SUBJECT: Letters Requesting Quarterly Reports and Final Reports

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- 1 - ICS/PPS Chrono
- 1 - ICS/PPS Subject
- 1 - ICS Registry

DCI/ICS/PPS/ (2 May 1983)

STAT

TAB A

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

DEPARTMENT OF STATE/INR

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	None				
1981	Miller, Bowman H.	C. Thomas Thorne INR/AR Room 6535, Department of State	Ø	Program completed	
	Wiant, Jon A.	C. Thomas Thorne	Ø	Program completed	
1982	Limberg, Wayne P.	Robert Baraz, Director, INR/SEE Room 4748, Department of State 632-9194	\$32,680	Ø	Program Completed
	Reid, Ann M.	Martin Lowenkopf Deputy Director, IRR/AA Room 4536, Department of State 632-6130	\$16,149	\$22,430	Program Completed
1983	Andersen, Walter K.	Peter Burleigh Division Chief Office of Near East and South Asia Room 4636, Department of State 632-2757	\$5,900	\$17,600	\$55,100
	Crocker, Gary	Robert R. Strand Deputy Director, INR/PMA Political-Military Analysis Room 6638, 632-2326	\$9,910	\$25,670	Ø
	Ploss, Sidney	Robert Baraz	\$800	\$4,200	Ø

TAB B

DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

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Navy	George Kuruzovich	763-3544	
NSA		(301) 859-6785	STAT
State/INR	C. Thomas Thorne	632-1038	
Treasury	Ken Steins	566-2981	

STAT

100-85-757/8

The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Rear Admiral John Butts, U.S. Navy
Director of Naval Intelligence
Department of the Navy
Room 5C600, Pentagon
Washington, D.C.

Dear John:

I am pleased once again to extend my congratulations to the talented intelligence analysts in the Central Intelligence Agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

Although the Navy analyst who participated in the program has already completed his project, I would like you to ensure that future Navy participants' designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of this program. Their reports, which I would like to have prepared every three months, should include:

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Thank you for your continued support of this important program.

/S/ John N. McMahon

William J. Casey

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DCI/ICS/PPS,



(2 May 1983)

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DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

NAVY

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	Garmon, Warren F.	None required in 1980	Program completed and final report received		
1981	None				
1982	None				
1983	None				

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DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

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The Director of Central Intelligence

Washington, D. C. 20505

11 JUL 1983

Mr. Edward J. O'Malley
Assistant Director, Intelligence Division
Federal Bureau of Investigation
Room 4026
J. E. Hoover Building
Washington, D.C.

Dear Ed:

I am pleased once again to extend my congratulations to the talented intelligence analysts in your agency for having been selected to participate in the 1980-1983 Exceptional Intelligence Analyst Programs. As you know, I have great interest in this program as a means of improving the quality of intelligence analysis in the Community. To enhance the value of the program, I have directed the Director of the Intelligence Community Staff to provide additional program monitoring, and I would appreciate your cooperation in personally assuring that this oversight is carried on in your agency.

Although the FBI analysts who participated in the program have already completed their projects, I would like you to ensure that future FBI participants' designated project monitors prepare quarterly reports and submit them to the Director of the Intelligence Community Staff, who is responsible for the management of this program. Their reports, which I would like to have prepared every three months, should include:

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Thank you for your continued support of this important program.

/S/ John N. McMahon
for
William J. Casey

Enclosures

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DCI/ICS/PPS/



(2 May 1983)

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DCI EXCEPTIONAL INTELLIGENCE ANALYST PROGRAM

CLASSES OF 1980 - 1983

FEDERAL BUREAU OF INVESTIGATION

<u>Class</u>	<u>Analyst</u>	<u>Project Monitor</u>	<u>FY 1983</u>	<u>FY 1984</u>	<u>FY 1985</u>
1980	Heider, Raymond	None required in 1980		Program completed.	
	Moore, Paul D.	None required in 1980		Program completed.	
1981	None				
1982	None				
1983	None				

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